

BOARDS AND COMMISSIONS

Board of Nursing

(Amended After Comments)

201 KAR 20:472. Initial approval for dialysis technician training programs.

RELATES TO: KRS 314.035, 314.131(1), 314.137

STATUTORY AUTHORITY: KRS 314.131(1), 314.137

NECESSITY, FUNCTION, AND CONFORMITY: KRS 314.137 requires the board to promulgate administrative regulations to regulate dialysis technicians. This administrative regulation establishes the requirements for dialysis technician training programs.

Section 1.

(1) A training program that prepares an individual to become a credentialed dialysis technician shall be approved by the board of nursing.

(2)

(a) A dialysis technician training program that seeks to be approved by the board shall file an Application for Dialysis Technician Training Program Approval and pay a fee of \$2,000; and

(b) The dialysis technician training program shall include with its application:

1. A copy of the approval of certification for the dialysis technician training program's governing organization to operate a renal dialysis center from the Centers for Medicare and Medicaid Services (CMS); and
2. The most recent site visit or survey report a statement of deficiencies and plan of correction, if applicable.

Section 2. A training program that prepares an individual to become a dialysis technician which is located in this state shall meet the standards established by this administrative regulation. A training program that is located out of state shall not be subject to the approval process specified in this administrative regulation. However, an applicant who has completed an out of state training program may apply for a dialysis technician credential pursuant to 201 KAR 20:476, Section 1(1)(b).

Section 3. Renal Dialysis Organization.

(1)

(a) An organization which is licensed to operate a renal dialysis center pursuant to 902 KAR 20:018 shall assume full legal responsibility for the overall conduct of the dialysis technician training program.

(b) The organization shall appoint a program administrator who shall be administratively responsible for the oversight of the dialysis technician training program on a twelve (12) month basis.

(c) The organization shall submit to the board in writing the name of the registered nurse who has been designated to assume the administrative duties for the program, the date the person will assume the duties of program administrator, and a copy of his or her curriculum vitae.

(d) The board shall be notified in writing of a change, vacancy, or pending vacancy, in the position of the program administrator within thirty (30) days of the dialysis technician training program's awareness of the change, vacancy, or pending vacancy.

(2) The organization shall develop and implement a plan of organization and administration that clearly establishes the lines of authority, accountability, and responsibility for each dialysis technician training program location.

(3) A system of official records and reports essential to the operation of the dialysis technician training program shall be maintained according to institutional policy.

Provisions shall be made for the security and protection of records against loss and unauthorized distribution or use. The system of records shall include:

- (a) A policy that all records shall be maintained for at least five (5) years;
- (b) Provider name, dates of program offerings and sites of the training program;
- (c) Admission materials, grades received, and clinical performance records;
- (d) Trainee roster that includes name, date of birth, social security number, and program completion date;
- (e) Faculty records including:
 - 1. Validation of current licensures or credentials; and
 - 2. Performance evaluation for faculty employed more than one (1) year.
- (f) Systematic plan of evaluation;
- (g) Graduates of the dialysis technician training program; and
- (h) Administrative records and reports from accrediting agencies.

Section 4. Program Administrator and Assistant Program Administrator.

(1) The program administrator shall have the following qualifications:

- (a)
 - 1. A minimum of a master's degree from an accredited college or university;
 - 2. A program administrator who currently does not hold a master's degree from an accredited college or university shall be required to obtain the degree within five (5) years of the effective date of this administrative regulation. The program administrator shall provide documentation that shows active and steady progression towards the degree;
 - 3. The board may waive this requirement upon a showing that the proposed program administrator is otherwise qualified.
- (b) A minimum of the equivalent of one (1) year of full time teaching experience;
- (c) At least two (2) years of experience in the care of a patient with end stage renal disease or who receives dialysis care;
- (d) Demonstrated experience or preparation in education that includes teaching adults, adult learning theory teaching methods, curriculum development, and curriculum evaluation. A program administrator without previous program administrator experience shall have a mentor assigned by the renal dialysis center and an educational development plan implemented. The assigned mentor shall have documented experience in program administration;
- (e) An active and unencumbered Kentucky registered nurse license, temporary work permit or multistate privilege; and
- (f) Current knowledge of requirements pertaining to the dialysis technician training program and credential as established in 201 KAR 20:472, 474, 476, and 478.

(2) A dialysis technician training program may have an assistant program administrator at each location. An assistant program administrator shall have the following qualifications:

- (a)
 - 1. A minimum of a baccalaureate degree in nursing;
 - 2. An assistant program administrator who currently does not hold a baccalaureate degree in nursing from an accredited college or university shall be required to obtain the degree within five (5) years of the effective date of this administrative regulation. The assistant program administrator shall provide documentation that shows active and steady progression towards the degree;
 - 3. The board may waive this requirement upon a showing that the proposed assistant program administrator is otherwise qualified.
- (b) A minimum of the equivalent of one (1) year of full time teaching experience;
- (c) At least two (2) years of experience in the care of a patient with end stage renal disease or who receives dialysis care;

(d) Demonstrated experience or preparation in education that includes teaching adults, adult learning theory teaching methods, curriculum development, and curriculum evaluation. A program administrator without previous program administrator experience shall have a mentor assigned by the renal dialysis center and an educational development plan implemented. The assigned mentor shall have documented experience in program administration;

(e) An active and unencumbered Kentucky registered nurse license, temporary work permit or multistate privilege; and

(f) Current knowledge of requirements pertaining to the dialysis technician training program and credential as established in 201 KAR 20:472, 474, 476, and 478.

Section 5. Faculty.

(1) The faculty shall be adequate in number to implement the curriculum as determined by program outcomes, course objectives, the level of the student, and the educational technology utilized.

(2) The faculty shall be approved by the program administrator and shall include didactic and clinical faculty.

(3) The name, title and credential identifying the education and professional qualifications of each didactic and clinical faculty shall be provided to the board within thirty (30) days of hire. With each change in faculty, whether a new hire or a termination or retirement, an updated list of current faculty shall be provided to the board.

(4) Didactic faculty.

(a) Didactic faculty shall have a minimum of a baccalaureate degree from an accredited college or university.

1. A faculty member who currently does not hold a baccalaureate degree from an accredited college or university shall be required to obtain the degree within five (5) years of the effective date of this administrative regulation. The program administrator shall provide documentation that shows active and steady progression towards the degree.

2. The board may waive this requirement upon a showing that the faculty member is otherwise qualified.

(b) Didactic faculty shall consist of multidisciplinary members with expertise in the subject matter.

(c) Didactic faculty who hold a credential other than as a registered nurse shall document a minimum of two (2) years full time or equivalent experience in their profession or discipline.

(d) Didactic faculty shall document preparation in educational activities in the area of teaching and learning principles for adult education, including curriculum development and implementation. The preparation shall be acquired through planned faculty in-service learning activities, continuing education offerings, or academic courses.

(e) Didactic faculty hired without prior teaching experience shall have a mentor assigned and an educational development plan implemented.

(5) Clinical faculty and preceptors.

(a) Clinical faculty or a preceptor shall hold a current, unencumbered Kentucky nursing license, temporary work permit, or multistate privilege or a current, unencumbered Kentucky dialysis technician credential.

(b) Clinical faculty or a preceptor shall have evidence of clinical competencies in end stage renal disease and dialysis care.

(c) A preceptor who is a dialysis technician shall hold certification by one of the following dialysis technician certification organizations: the Board of Nephrology Examiners Nursing Technology (BONENT), the Nephrology Nursing Certification

Commission (NNCC), or the National Association of Nephrology Technicians/Technologists (NANT).

(6) There shall be documentation that the clinical faculty have been oriented to the course, program outcomes, student learning objectives, evaluation methods used by the faculty, and documented role expectations.

Section 6. Standards for Training.

(1) Philosophy, mission, and outcomes.

(a) The philosophy, mission, and outcomes of the training program shall be clearly defined in writing by the faculty and shall be consistent with those of the Renal Dialysis Center.

(b) The program outcomes shall be consistent with those required by the Centers for Medicare and Medicaid Services and the dialysis technician certification organizations listed in paragraph (2)(b) of this section.

(c) The program shall conduct an evaluation to validate that identified program outcomes have been achieved and provide evidence of improvement based on an analysis of those results.

(d) The training program shall include a minimum of 200 hours of didactic course work and 200 hours of direct patient contact. The didactic course work and direct patient contact shall be at least ten (10) weeks. The training program shall maintain a log of clinical hours for each student. It may also include an internship of at least 160 hours. The internship shall begin after two (2) unsuccessful attempts to pass the final examination. The internship shall be completed prior to a third final examination attempt. The internship shall be under the supervision of a registered nurse and shall include a preceptor.

(2) The curricula of the program shall minimally include the following topics:

(a) The legal and ethical aspects of practice including:

1. The history of dialysis;
2. The state and federal regulations governing dialysis including 201 KAR 20:478, 902 KAR 20:018, 907 KAR 1:400, and 42 C.F.R. 494.140;
3. The resources available for pursuing personal and career development;
4. The principles and legal aspects of documentation, communication and patient rights;
5. The roles of the dialysis technician and other multidisciplinary team members;
6. The principles related to patient safety; and
7. The role of the board of nursing.

(b) Anatomy and physiology applicable to renal function including:

1. Renal anatomy;
2. Organs of the urinary system and components of the nephron; and
3. Functions of the normal kidney.

(c) Diseases of the kidney including:

1. Causes and complications of acute renal failure; and
2. Causes and complications of chronic renal failure.

(d) The psychosocial and physical needs of the end stage renal disease (ESRD) patient and family including:

1. The impact on family and social systems;
2. Coping mechanisms utilized;
3. Rehabilitative needs;
4. Community resources available;
5. All aspects of renal diet and fluid restrictions; and
6. Educational needs of patients receiving dialysis including the role of the technician and resources available.

- (e) The principles of pharmacology as related to ESRD including:
 - 1. Commonly used medications and their side effects;
 - 2. The principles of medication administration;
 - 3. The indications, dosage, action, and adverse effects of heparin, local anesthetics, and normal saline; and
 - 4. The accurate administration of heparin, local anesthetics and normal saline.
 - (f) Aseptic techniques and established infection control practices including:
 - 1. Dialysis precautions as issued by the United States Centers for Disease Control; and
 - 2. Proper hand washing technique.
 - (g) Principles of dialysis and dialysis treatment including:
 - 1. Definitions and terminology;
 - 2. Principles of osmosis, diffusion, ultrafiltration and fluid dynamic;
 - 3. The structure and function of various types of circulatory access sites and devices;
 - 4. The indications, advantages, disadvantages, and complications of internal arteriovenous (A/V) fistulas and A/V grafts, and central venous access devices;
 - 5. The various types of dialyzers;
 - 6. The benefits, risks and precautions associated with dialyzer reuse;
 - 7. The purpose and concept of water treatment;
 - 8. Knowledge and ability to manage and operate dialysis equipment;
 - 9. Knowledge and ability to appropriately monitor and collect data throughout the course of treatment;
 - 10. The etiology, signs and symptoms, prevention, intervention and treatment, and options for the most common complications;
 - 11. The knowledge and ability to safely initiate and discontinue treatment; and
 - 12. Routine laboratory tests, values and collection techniques.
 - (h) Other treatment modalities for ESRD including:
 - 1. Renal transplantation; and
 - 2. Home dialysis options.
- (3) Implementation of the curriculum.
- (a) There shall be a written plan, including supporting rationale, which describes the organization and development of the curriculum.
 - (b) The curriculum plan shall reflect the philosophy, mission, and outcomes of the program and shall prepare the student to meet the qualifications for certification as established by the Board of Nephrology Examiners Nursing Technology (BONENT), the Nephrology Nursing Certification Commission (NNCC), or the National Association of Nephrology Technicians/Technologists (NANT).
 - (c) The dialysis technician training program shall have written measurable program outcomes that reflect the role of the dialysis technician graduate upon completion of the program.
 - (d) The dialysis technician training program shall be logical and sequential, and shall demonstrate an increase in difficulty and complexity as the student progresses through the program.
 - (e) A course syllabus shall be developed to include outcomes, planned instruction, learning activities, and method of evaluation.
 - (f) The teaching methods and activities of both instructor and learner shall be specified. The activities shall be congruent with stated objectives and content shall reflect adult learning principles.
 - (g) A copy of the course syllabus shall be on file in the dialysis technician training program office and shall be available to the board upon request.
 - (h) Any proposed substantive changes to the dialysis technician training program syllabus shall be submitted to the board in writing at least two (2) months prior to

implementation and shall not be implemented without approval from the board. A substantive change is any change in the philosophy, mission, or outcomes that results in a reorganization or reconceptualization of the entire curriculum.

(i) Training may be offered through distance learning technologies. Training offered through the use of distance learning technologies shall be comparable to the training offered in a campus based program.

(4) The curriculum shall require that the student hold a current Basic Life Support (BLS) certificate.

Section 7. Students in Dialysis Technician Training Programs.

(1) Preadmission requirements shall be stated and published in all publications utilized by the dialysis technician training program including recruitment materials.

(a) Program information communicated by the program shall be accurate, complete, consistent, and publicly available.

(b) Participation shall be made available for students in the development, implementation, and evaluation of the program.

(2) Written dialysis technician training program student policies shall be accurate, clear, and consistently applied.

(3) Upon admission to the training program, each student shall be advised in electronic or written format of policies pertaining to:

(a) Prerequisites for admission, readmission or dismissal;

(b) Evaluation methods that include the grading system;

(c) Any fees or expenses associated with the training program and refund policies;

(d) Health requirements and other standards as required by the renal dialysis center;

(e) Student responsibilities;

(f) A plan for emergency care while in the clinical setting; and

(g) Program completion requirements.

(4) A student enrolled in a training program is exempt from the credentialing requirement while enrolled. The student shall use the title dialysis technician (DT) trainee.

Section 8. Program Completion Requirements.

(1) Requirements for successful completion of the dialysis technician training program shall be clearly specified.

(2) The requirements shall provide evidence of clinical competency through the use of evaluation methods and tools that measure the progression of the student's cognitive, affective, and psychomotor achievement of clinical outcomes based on published rubrics and sound rationale;

(3) Students shall have sufficient opportunities in simulated or clinical settings to develop psychomotor skills essential for safe, effective practice.

(4) A final examination shall be administered only during the final forty (40) hours of the first 400 hours of the training program.

(a) The final examination shall be mapped to program outcomes and blueprinted to the examination content of one (1) of the certification organizations as listed in Section 6

(2)(b) of this administrative regulation.

(b) Following successful completion of the final examination, the student may begin the internship.

(5) The individual who successfully completes the training program, including the internship, shall receive a certificate of completion that documents the following:

(a) Name of individual;

(b) Title of training program, date of completion, and location;

(c) Provider's name;

(d) The program code number issued by the board: and

- (e) Name and signature of the program administrator or the assistant program administrator.
- (6) The program shall submit the List of Dialysis Technician Training Program Graduates within three (3) working days of the program completion date.

Section 9. Incorporation by Reference.

- (1) The following materials are incorporated by reference:
 - (a) "Application for Dialysis Technician Training Program Approval", 4/2021; and
 - (b) "List of Dialysis Technician Training Program Graduates", 4/2021.
- (2) This material may be inspected, copied, or obtained, subject to applicable copyright law, at the Kentucky Board of Nursing, 312 Whittington Parkway, Suite 300, Louisville, Kentucky 40222-5172, Monday through Friday, 8 a.m. to 4:30 p.m. This material is also available on the board's Web site at <https://kbn.ky.gov/legalopinions/Pages/laws.aspx>.

JESSICA WILSON, President

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